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SCOTT DILLON COMPLEX GENERAL MANAGER KALAMAZOO & THREE RIVERS, MI

4015 EMERALD DRIVE KALAMAZOO, MI 49001

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July 20, 2012

Workforce Development Agency, State of Michigan Workforce Investment Act Section Victor Office Center 201 N. Washington Sq., 5th Floor Lansing, MI 48913

To Whom It May Concern:

We regret to inform you that International Paper Company has made the difficult decision to close its Kalamazoo Container Plant located at 4015 Emerald Drive, Kalamazoo, Michigan 49001. This is anticipated to be a permanent closure of the entire facility.

Job eliminations related to this closure are anticipated to take place between September 18, 2012 and October 1, 2012 inclusive. Attached to this letter is a listing of job titles of affected positions, the number of affected employees in each job classification, and the anticipated schedule of these job eliminations.

Some of the affected employees are represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. The names and addresses of the chief elected officials of the Union are:

Mr. Richard Tinkey President, USW Local 1619 Charles Avenue Kalamazoo, MI 49001

Mr. Leo W. Gerard International President United Steelworkers Five Gateway Plaza Pittsburgh, PA 15222

Mr. James Lee Staff Representative-USW **United Steelworkers** 13233 Hancock Drive Taylor, MI 48180-4766

As this is a closure of the entire facility, no bumping rights exist.

This notice is intended to satisfy the requirements of the Worker Adjustment and Retraining Notification Act. If you need further information, you can contact me at the address and telephone number above.

Respectfully,

Scott Dillon

Complex General Manager

## WARN NOTICE: KALAMAZOO, MICHIGAN CONTAINER PLANT JOB CLASSIFICATION AND EMPLOYEE CENSUS 7/20/2012

|           |                               | Number Of | Projected           |
|-----------|-------------------------------|-----------|---------------------|
|           | Job Title                     | Employees | Termination Date    |
| HOURLY    | AUTO PALLETIZER               | 2         | 9/18/2012-10/1/2012 |
|           | BALER OPERATOR                | 1         | 9/18/2012-10/1/2012 |
|           | CHECKER LOADER SPOTTER        | 6         | 9/18/2012-10/1/2012 |
|           | CONVERTING FLOATER/UTILITY    | 1         | 9/18/2012-10/1/2012 |
|           | CORRUGATOR OPERATOR           | 2         | 9/18/2012-10/1/2012 |
|           | CORRUGATOR UTILITY            | 2         | 9/18/2012-10/1/2012 |
|           | DIE MAKER MOUNTER             | 2         | 9/18/2012-10/1/2012 |
|           | DOUBLEBACKER                  | 2         | 9/18/2012-10/1/2012 |
|           | ELECTRICAL MECHANICAL         | 2         | 9/18/2012-10/1/2012 |
|           | FIRST HELPER                  | 2         | 9/18/2012-10/1/2012 |
|           | FLEXO 1st HELPER              | 4         | 9/18/2012-10/1/2012 |
|           | FLEXO OPERATOR                | 2         | 9/18/2012-10/1/2012 |
|           | GENERAL HELPER                | 9         | 9/18/2012-10/1/2012 |
|           | JUMBO FOLDER GLUER 1st HELPER | 1         | 9/18/2012-10/1/2012 |
|           | JUMBO FOLDER GLUER OPERATOR   | 1         | 9/18/2012-10/1/2012 |
|           | MAINTENANCE MECHANIC          | 3         | 9/18/2012-10/1/2012 |
|           | OFFBEARER                     | 2         | 9/18/2012-10/1/2012 |
|           | PRINTER SLOTTER OPERATOR      | 2         | 9/18/2012-10/1/2012 |
|           | ROLL STORAGE STARCHMAKER      | 3         | 9/18/2012-10/1/2012 |
|           | SLITTER OPERATOR              | 2         | 9/18/2012-10/1/2012 |
|           | TRANSFER CAR OPERATOR         | 4         | 9/18/2012-10/1/2012 |
|           | VACATION RELIEF               | 4         | 9/18/2012-10/1/2012 |
|           | WARD FLEXO 1st HELPER         | 1         | 9/18/2012-10/1/2012 |
|           | WARD FLEXO 2nd HELPER         | 2         | 9/18/2012-10/1/2012 |
|           | WARD FLEXO OPERATOR           | 2         | 9/18/2012-10/1/2012 |
|           | WARD HELPER                   | 2         | 9/18/2012-10/1/2012 |
|           | WARD OPERATOR                 | 1         | 9/18/2012-10/1/2012 |
| EXEMPT    | CORRUGATOR SUPERVISOR         | 3         | 9/18/2012-10/1/2012 |
|           | CONVERTING SUPERVISOR         | 2         | 9/18/2012-10/1/2012 |
|           | PRODUCTION PLANNER            | 1         | 9/18/2012-10/1/2012 |
| NONEXEMPT | ACCOUNTING SPECIALIST         | 1         | 9/18/2012-10/1/2012 |
|           | CUSTOMER SERVICE REP          | 3         | 9/18/2012-10/1/2012 |
| TOTAL     |                               | 77        | -,, 20, 2, 2012     |